

**Annual Report of the  
Unitarian Universalist Church in Eugene**

**Church Year 2016  
(July 2015 – June 2016)**

**Eugene, Oregon, June 2016**

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# MINISTER'S REPORT

## Annual Report 2016

This year has been one of passages: together the church mourned and celebrated the lives of Joy Hainsworth, Kitty Giordano, Truleen Delgado, Ruthie Manley, Dirk TenBrink, Laurie Quies, Royal Murdock and Chuck Adams... as well as Jeanne Flink. We welcomed new members, thrilled to the wave of new life in the Baby Dedication, celebrated Coming of Age on a Saturday night and Youth Bridging on Sunday, and inducted three Pastoral Care Associates.

It is an honor to be with you, each of you, and this dynamic congregation. I perceive my role as assisting the congregation to **increase its own capacity** to be the church it wants to be. My ongoing recommendations from last year still seem pertinent to me.<sup>1</sup> I would characterize this, my third year in a Developmental Ministry partnership with the Unitarian Universalist Church in Eugene, a year of steadily moving forward. My Letter of Agreement asks me to attend to three specific areas: generosity, respect, and welcoming.

In terms of **generosity**, the people of this church have given enormously of their time and their talents, and dug deep to meet the needs for moving forward financially. Kudos go to Dual Appeal co-chairs Kay Crider and Judy Shaw, and the terrific work of the entire Appeal team. I thoroughly enjoyed stewardship visits! It was a joy to produce the "What's Happening" document and brochure (now available on web) which detail the wide range of church activities this year. Even so, there is a very real financial challenge in the next few years of mortgage pay-down, offering the opportunity for new and creative programming and financial solutions. Headwinds include the three year trend of a gap in which longer term pledgers find they must give less combined with newer members giving at more entering-level amounts.

No mention of generosity is complete without appreciation for every person here: those taking leadership roles, those who consistently show up, those who keep the support of the congregation in their hearts and minds. This year, specific mention is due of President Sarah France stepping into that challenging role and Dave DeCou moving into the demanding role of treasurer. VP Susan Verner rotates off after six years on the Board. Sue Craig moves into important work after coordinating Service in Action for three years and Katie Clay moves from coordinating Sister Circles. I recall that the end of the Women's Alliance marked an historic moment in the life of the church, reminding us that it is the countless hours donated to our liberal religion—by all—which have kept it vital in its various forms since the mid-1800's. You all stand proudly in that tradition. A sometimes uncomfortable shifting of volunteer roles, powers, and positions seems healthy, spirited, and vital. Part of being a resilient congregation in a new era, this year has added another ring to this sturdy old-growth tree trunk.

Thank you.

In terms of **respect**, the church weathered some strong headwinds, and leaned into truth-telling and healing. I saw individuals making earnest efforts to refine their personal practice or encouragement of others to right relations. It was touching to me to hear a long-term member say that from the vantage point of the choir, she rejoiced to see people sharing positive space together.

As do all organizations, this church seems to have some persistent emotional patterns that it is useful to name and explore. One might be a vulnerability to strong emotional tides--perhaps, for example, to charisma--which can lead to dramatic disappointments; it can create a fear of taking leadership on the part of members. Also

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1 (1) infuse church activities with shared experiences and language of faith; (2) affirm thoughtful reflection to review and process the past--both the recent past and the history of the church; (3) rejoice in the strength and the beauty of our amazing religious tradition as it moves in our hearts and in the world.

demographically, a gap exists between new leaders stepping up to help run groups and events and longer term members moving to wider, perhaps quieter waters.

Another aspect of respect is structural. Sensible structure enables respectful interactions and can enhance or reduce contradictory demands among people, members, and staff alike. The last three years of work on the church environment has been conducive to ministerial stability. The Board has been living into its structure and making it their own, finding ways of relating meaningfully and responsibly to the whole; taking seriously the self-reflection and training which make good leaders even better; and deepening its monitoring for beauty and excellence. It is an honor to work with these fine people! Taking seriously the skills of leadership and committing to heartfelt good practices has been a hallmark of this year's Board.

UUCE's goal in moving to this new location in order to be more **welcoming** is indeed inviting a solidly diverse group of people. Prevailing wisdom offers the rule of thumb that a church will experience a 15–20% decline after a major event like moving, losing a minister, or disruption. And yet the spirit of this church seems vital and forward-looking. The kind of growth that is essential to the future of UUCE is flourishing: growth in justice work, in deepening of our personal transformation, in coherence as a community. The Membership team drew from the new Membership Professionals Network model, and I think we saw the need for commitment from the entire congregation. It became increasingly apparent throughout the year that every single person here is invited to make the spiritual commitment of radical hospitality. My great appreciation to Chair Erin Troberg, and Jane Wagner!

My ministry offered contributions to the overview and also inhabited aspects of church life at the boundaries and edges, places that **intersect**. I have convened and facilitated the Landscaping team, which worked to beautify our grounds and playground. Now they are exploring the possibilities of starting the Memorial Garden by next fall. I convened and facilitated the Earth Equity Panel and participated in the fledging and support of projects as they emerged. I am pleased with both Conestoga Hut and Safety folks' communications and the work of both those groups. In this and other places, collaboration with minister and members can indeed create, in one of the resident's words, a "safe, stable and secure" environment. On all levels! ( I am reminded that one of your former minister's final sermon bequeathed upon the congregation "four safeties": emotional, mental, theological and physical.). I designed and facilitated Ministry meetings, which I am delighted to report have been taken on by the Board for linking and listening.

Ongoing ministerial duties were, as they have been for me for lo, these many years, a joy to offer in service to our beloved religious tradition as it is expressed at this unique and spirited congregation. I partnered with teams, committees, and groups and consulted with members and leaders. I taught two sets of Leadership Development **classes**. I offered **chaplaincy** training to two people interested in learning skills in conducting weddings (You currently have one Board-designated chaplain, the august Kathleen Dillon.).

I conducted Sunday **services** excepting the first of the month, and thoroughly enjoyed the intergenerational Christmas, Thanksgiving, Easter and Celebration Sunday events. Last year summer services were conducted by the Revs. Dennis Reynolds, Leslie Bechtel Marx, and Craig Moro and seminarian Teresa Soto; this year, our Ministerial Intern will conduct services during the summer. Worship Associates remain awesome. John Wagner, August Sabini, Robin Schantz-Mulford and Marcey Dorfman gave touching Reflections, personal experiences illuminating our worship theme. On the physical side of worship, I have coordinated décor in the sanctuary and am facilitating the addition of wood in the sanctuary, which first requires an Acoustical Engineer analysis and report. All thanks to Lesley Rex coordinating visuals and Chris LeBlanc and his work with all things sound!

Worship themes in my first year were principles and sources, in the second year they addressed the UUCE Mission and the children's recessional, and in this third year addressed the Aspirations. Next year will draw from the UUCE Covenant of Right Relations, including gratitude, forgiveness, suffering, compassion, covenant and honor. No Sunday works without each dear presence: Thank you greeters and ushers coordinator Christine Wagner, and the ever-faithful coffee crew of Heather Schantz-Mulford and Elaine Erwin.

In the **local** community, I spoke at the Martin Luther King, Jr. rally at the Shedd, collaborated with the local NAACP (to whom we offered space, and rejoiced that it has found a home downtown). I have participated in monthly clergy gatherings which converse with community leaders as well as sharing among religious professionals.

**Supervising** Ministerial Intern Kimberly Wootan has been a particular joy, and she has made an important contribution to the church this year. Our weekly two-hour supervision session addresses theological and practical aspects of UU ministry both in the church and in the community. The church has stepped up to being a Teaching Church, and thus has made an impact in the formation of the future of our faith. We wish Kimberly all the best as she moves into the last area of requirements, Clinical Pastoral Education, which provides education in pastoral care through hospital chaplaincy.

The first half of the year saw me with wide staff supervision duties. With great relief, the second half of the year I focused on program staff. Weekly Program Staff meetings with Katy Seipert and Tom Sears allowed coordination and creativity. Katy and I reviewed and updated the ethical guidelines for UUCE Religious Education, which was passed by the Board and is available on the web. It is a great sorrow to see Tom Sears retire after his distinguished work at UUCE, a steady and inspiring presence through all the exigencies of congregational life, bringing beauty and teamwork to the whole with grace and aplomb. He leaves as his legacy great courage and hope. Farewell, Tom, and all the very best!

In direct succession from the Dreamcatchers and World Café congregational workshops of the last two years, this year saw the successful flowering of **whole-church justice endeavors** linking social and environmental justice. It was a joy to work with the facilitators of this process, Jon Miller, Wanda Kuenzli and (before she recused herself) Justine Enes; and to work on the Earth Equity Panel with Jon, Justine, Gretchen Miller and Board member Barbara Kellogg and initially Kimberly Wootan. The immensely good-willed and determined work of the organizers of the Food Project and the Sanctuary Project are an inspiration to congregations nationwide. Their proposals, linking social and environmental justice, enrich all who read them. I encourage you all to look at the deeply thoughtful applications for whole-church sponsorship each of these projects submitted--they are on the web. They witness our faith to today's world, reminding me once again that "revelation is not sealed."

Noting the limits incurred with the **administrative** arrangement with the treasurer and the minister being co-business managers, the Board determined that the addition of a Business Manager was advisable. It designated an Operations Team, reporting to the Board and tending to daily church life. Lori Maddox and Dave DeCou and I interviewed candidates for the Business Manager position. I was pleased to invite Wayne Parker to join the staff as a third member of the Op Team.

It became clear that **coherence**—unity of purpose, coordination and collaboration among church groups--would serve as a guiding principle for Op Team work.

Dave, as Treasurer, has managed the financial aspects, working with our bookkeeper Dorna Bauman, the Dual Financial Appeal team and the demands of details, with characteristic consistency and goodwill.

Wayne has worked to analyze the larger administrative needs. He developed an Awareness initiative--awareness within the congregation of one another as well as awareness of the church in the community--to foster collaboration. We now have a new website--special thanks to Owen Ott!--and are working to bring warmth and accuracy--special thanks to Ken Ross, Dick Loescher and Martha Osgood. The newsletter is ably produced by Nisco Junkins and Bonnie Koenig. Wayne has coordinated the custodial staff, bringing on Head Custodian Bob Smith who comes to us with decades of running his own cleaning business, and Stephanie Dahl who describes her work as "data curator" in support of both the bookkeeping and Membership. Wayne also worked with Eric Swanson and Bob Kaeser on connectivity, Wi-Fi and all things wiring, and appreciatively so.

Office coordinator Phoebe Gildea handles reception, production of Sunday handouts, and rentals. The Rental Program, downsized at the beginning of the church year in order to reset its fees, returned with a roar and is flourishing under Phoebe's management. There are days when she is alone in the office, and days (mostly Tuesdays) when this, one of the smallest rooms in the building, is crammed with six people all focused on administrative support for the church.

I work on the Op Team toward coherence by facilitating program development and support, and Board/OpTeam collaboration on policy and procedure congruity and on personnel matters. The Personnel Manual was updated to include a Family Leave provision. It continues to affirm:

- (1) Clear and achievable job descriptions. The church will abide by state and federal standards.
- (2) To the best of its ability, the church will provide the tools and resources necessary for employees to succeed in their jobs;
- (3) A positive work environment;
- (4) Clear lines of communication, authority and supervision;
- (5) Fair wages and benefits, reviewed and communicated yearly.

In terms of **denominational work**, I serve on District Board through monthly meetings and attended the District Annual Meeting in Seattle. I participated in UUA Mentorship Training Program, held in Seattle, and now have in my care one seminarian. The Moderator of the Unitarian Universalist Association of Congregations Jim Key came to Eugene to teach a day-long seminar attended by twenty-eight people from our congregation, Corvallis, and Salem. He also preached the following Sunday. Corvallis UU minister Rev. Jill McAllister and I did a reprise of his workshop (with his blessing!) in Eugene a month later. And many thanks to Rev. Jill for facilitating our Board retreat at the beginning of the year. Collaboration between congregations is squarely in our legacy of congregational polity.

Absent a creed or dogma, it is the covenantal relationships we build which makes us a people of our faith.

For **professional development** I attended General Assembly in Portland, UU Minister's Association professional days in the spring and fall, and two ecumenical Ministerial Leadership seminars near Portland. I took time, spread over the year, as reading days.

**Personally**, my world was re-oriented with the birth of my first grandchild and the death of my aunt; it has been deeply meaningful to apportion my time for extended weekends each month to visit family, with more concentrated time at the church the rest of the month.

I have agreed to **continue** as your developmental minister for a fourth year. I am committed to furthering the relationship between the church and the UU professional ministry. In light of this, perhaps an important piece of personal exploration might be for each person here to be willing to consider these questions: What has my participation in relationship with ministers been and how has it contributed to the turnover of ministers?



Together we might examine: How shall we know when a developmental ministry is near an end and how shall we know what another emerging ministry might be?

**Goals** for the year seemed to me to have been implicit: (1) Follow up with integrity on the work of Dreamcatchers; (2) Live into new concepts of organization, strengthening the relationship between the Board and congregation, and that of the congregation to its ministries; (3) Develop a full complement of highly qualified staff in all areas; and (5) Manage older systemic and individual patterns. And for the future? The goals we articulate—what difference will we make, and for whom?—will determine the future of UUCE. They can be measurable, and specific, and true to your mission and aspirations.

I am delighted to work with you all, to increase in every way the capacity of the church to be what you want to be.

Respectfully Submitted,

Rev. Sydney



# PRESIDENT'S REPORT

2015 – 2016 Church Year

It is with profound appreciation that I report to you, my friends and colleagues, mentors and mentees, that the 2015–16 church year has been one of extraordinary learning and collaboration for your Board of Trustees.

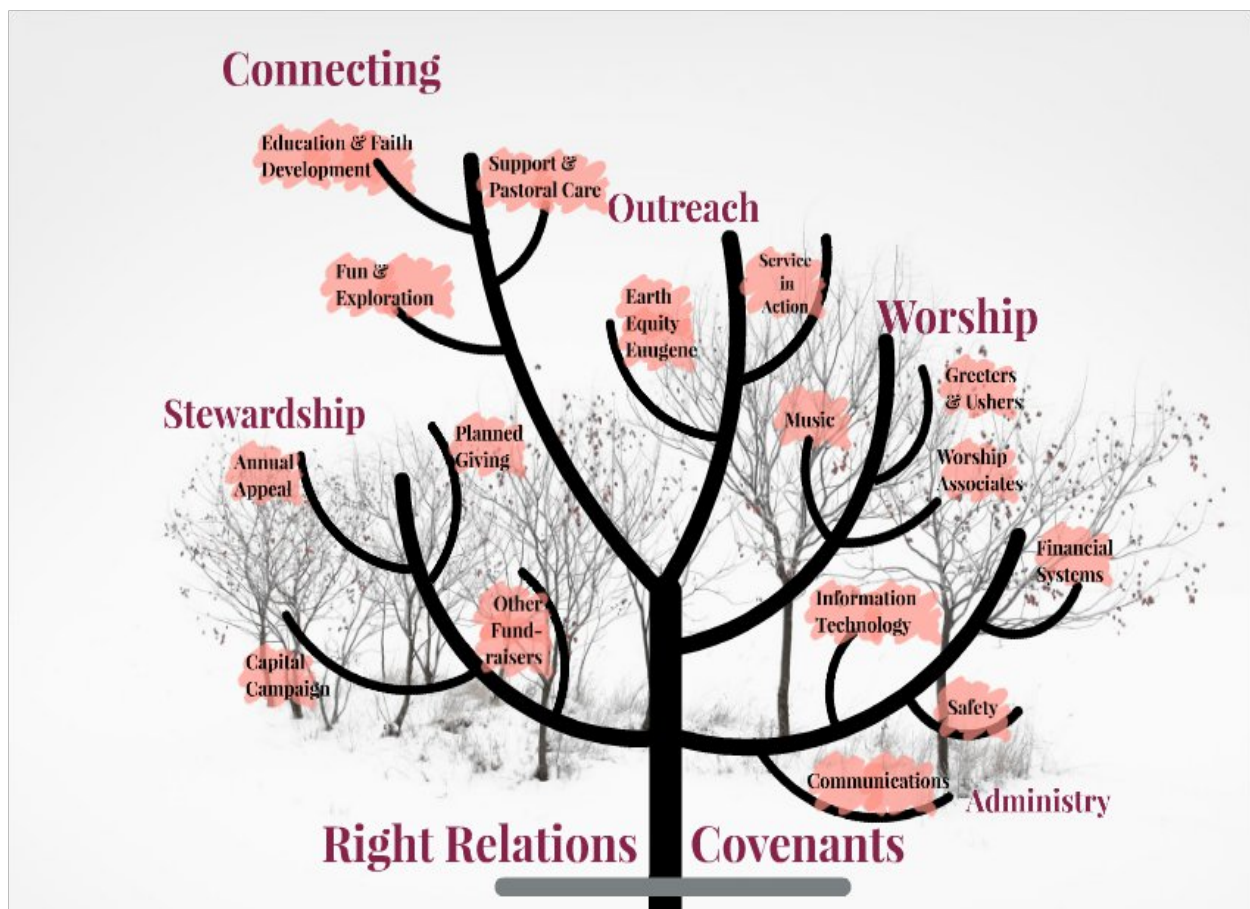
This has been the first year for us to grow into our new Policy Governance Manual and to grow into our new Ministries model. Policy Governance establishes a clear system through which various players contained within an organization may best relate to and serve one another and our mission: Empowered by love, we transform ourselves and serve our world. While we all covenant to maintain right relations, our manual determines how that is best accomplished through our aspirations and ends.

Policy Governance has had a profound depth of impact to our forward progress. At the end of last year, we set for ourselves a monthly recurring schedule of items to review, and whether that be treatment of staff and volunteers, reports on each ministry's activities, or an over-arching view of our ends, this table of activities has proved immensely useful. Your Operational Team knows where to focus without active direction from the Board and has a framework within which to report, subject by subject, month by month. This and the remainder of the Policy Governance manual give each of us something to draw on to redouble our efforts. We have created a structure within which we may collaborate smoothly in service to our mission.

In October 2015, we framed the discussion with the congregation around a metaphor: let's say that our collective efforts make something like a tree, and that we are surrounded by other trees produced by other congregations and organizations, and that together we make a forest. How is it that we grow our own tree? Our roots derive their strength from the mission and from the combined efforts of the congregation, the Board and the Operational Team. We as leadership and congregants are grounded in our Covenant of Right Relations.



It is with this foundation that we are enabled to support the life-changing work of our church. This work is organized into five ministries, each of which branches off from the main body of our collective time, talent, and treasure:



We have also identified gaps, needs that have yet to be filled. Once we find solutions, our church can grow closer to its bright potential. In order to support our upward and outward growth. . .

- 1) We need more support in membership: to identify passions, talents and interests, to follow up with new friends and members.
- 2) We need to focus our creative energy on fundraising. The pledges and donations that we gather from our congregation and other interested and supportive parties are what keep us connected, together in purpose, and available to the community.

It is with this in mind that we plow ahead into 2016–17, renewed in our commitment to strengthening our work in service to our mission.

It is with immeasurable gratitude that I acknowledge the hard work and stellar successes of each participant, whether in our past, or along the road ahead. Thank you.

*Sarah France, Board President, June 2016*

# COMMITTEES OF THE CONGREGATION, BOARD, AND MINISTER

## Financial Oversight Review Committee

Currently, there are two areas within Finance: Financial Oversight Review Committee (FORC) and Budget Committee.

THE FORC, which is responsible to the Board of Trustees, usually meets on the third Monday of each month in the evening. Responsibilities include reviewing the most recent Profit and Loss Statement and Balance Sheet, noting substantial variances between actual and budget, and discussing the reasons for those variances. In addition, FORC is responsible for review of financial policies, at the request of the Board, and making recommendations for revisions, as needed.

FORC Members: Olga Turner, Lori Maddox, Phyllis O'Neill, and David DeCou, Treasurer.

*Dave DeCou, Treasurer*

## Membership Committee

Membership serves the mission of this church by helping to grow the number of UU's serving our world and assists in fulfilling its aspirations by bringing more people into our circle of hands. Membership is lead by the membership chair, who must be a voting member of the congregation and is appointed by the Board; others are welcome to join the team and may leave at any time. Currently the membership chair is Erin Troberg. I have worked this year in partnership with Jane Wagner and Rev. Sydney Morris; we have met weekly and decisions have been made by consensus.

The primary role of the Membership Committee is to welcome and inform newcomers and to help members and friends find a home here at UUCE.

The committee is responsible for hosting the Journey to Belonging classes (formerly known as 'New to UU' or 'Newcomer Orientations'). The classes provide a bit of UU history and a discussion of our principles and sources. Participants hear from church staff and leaders about the programs the church has to offer and learn what it means to be a member. The classes also provide a space for participants to get to know a little about each other and begin to form bonds of community. Classes were held in the fall, winter and spring. This year we had a total of twenty-three new people sign the membership book.

We continued to offer monthly Meet and Greets. These are intended to provide newcomers a casual, drop-in opportunity to meet others and ask questions. They are held on the third Sunday

of the month immediately following the service. We also continued a once a month opportunity to sign the membership book. New this year, we hosted two pancake breakfasts; these were fun, whole church, community building events.

Other contributions include: coordinating New Member Sundays, maintaining the brochure rack, and helping to staff and maintain the Welcome Table.

In January the membership chair reports the number of voting members of our congregation to the UUA. This is the number that is used to determine our monthly dues to the UUA and PNWD. This year the number of voting members reported was 265.

Next year we hope to grow our membership team and be able to devote more energy into helping make sure new members become integrated into our community.

*Erin Troberg, Membership Chair*

## **Intern Minister's Report**

This year, I have had a wonderful experience as your ministerial intern. You have created a space for me to grow and learn how to do the work that a minister should know how to do. It has been an honor to help congregants navigate life's transitions. I have visited the sick and the dying. I have worked with a creative team in developing a Lay Pastoral Care program and Kindness Team. We have sent cards, cried at funerals, and nurtured the sick in health and in spirit.

Here in Eugene I can draw on my twenty years of experience as a religious educator and lead a SGM on death, visit the coming-of-age group, and visit school-aged children eager to learn about Buddhism. Here in Eugene, I have been able to take what I learned as a religious educator and experience leadership from the perspective of the minister. Thanks to Katy, I have been able to practice being the support to a DRE.

Out and about in the Eugene community, I have been able to attend council meetings on homelessness and food issues. I have also taken a position on the steering committee setting up the systems needed for Eugene to be a resettlement site. Within the church, I have helped develop the Earth Equity panel and corresponding sanctuary project.

Administration, while not as jazzy as outreach, is vital for the community to function. I want to thank the Board and staff for being so generous with their time while I learn the requirements for this new role I will play in a congregation.

Thanks to a suggestion by Rev. Sydney, I started reading the required books for the Ministerial Fellowship Committee as a basis for the worship services I led. This has deepened my understanding of our Unitarian Universalist faith and given me an abiding love of our theology. I

have found my voice here and honed my skill, in large part due to the constructive feedback I got from the Internship Committee during our monthly meeting.

I came here with the beginnings of a Buddhist practice grounded in Unitarian Universalism; the Monday contemplation practices and the monthly study group have added depth to my personal practice.

In closing, I want to again thank the staff for all their support and generosity with their time, wisdom, and talents. Working with Tom in crafting the worship music was a joy. Talking to Wayne and geeking out over the webpage and Twitter was a blast. Thanks to the office staff, money got allocated, schedules arranged, and budgets set with ease and grace as we tried to accommodate the church's growing needs. And, last but not least, the custodians need a word of praise for their tireless efforts in keeping the building presentable and the chairs where they belong.

Thank you all for this wonderful opportunity, and thanks again to Rev. Sydney. Without your support, guidance, and encouragement, I would not be as prepared as I am for the road ahead.

*Kimberly Wootan, Ministerial Intern*

## **Ministerial Internship Committee**

THE 2015–16 MINISTERIAL INTERNSHIP COMMITTEE was formed by Rev. Sydney to assist her in managing the recruitment, selection, support and evaluation of a UUA ministerial intern. Co-chairs Emmet Band and Lesley Rex collaborated with members Gretchen Miller, Sally O'Donnell, Jane Wagner and John Roy Wilson to perform their duties with our ministerial intern, Kimberly Wootan.

Rev. Sydney had discerned that UUCE was ready to provide a twelve month internship experience that could be meaningful for the intern and the congregation. Another minister grounded in our UUCE principles could assist her and our congregation in cultivating lives of meaning, reverence and depth; creating sanctuary; and working toward justice, healing and sustainability.

To successfully complete her internship, Kimberly was required to have direct ministerial responsibilities and engage in a wide range of ministerial duties, including worship, religious education, pastoral care and counseling, programming, institutional management and finance, program development, and community and social action.

Kimberly, Rev. Sydney and the committee agreed to specific responsibilities suited to UUCE. Kimberly preached once a month on theological topics, led a spiritual meditation group, participated in worship associate meetings and Earth Equity projects, co-taught an adult education course on Death and Dying, trained pastoral care associates, and was a ministerial

presence to members of the congregation. Kimberly also helped the committee learn how best to serve a ministerial intern in productive learning and responsible oversight.

The committee members' duties included applying for an intern, applying for funding to offset the intern's salary, interviewing candidates, and working with Rev. Sydney in the selection and contracting of an intern. Once the intern was selected, the committee assisted her in acculturating to Eugene, including locating housing. Once in place, the intern committee met monthly, observing and reporting on Kimberly's performance of her ministerial activities, advising her, and writing mid-term and final evaluations as well as letters of recommendation.

The committee worked together collaboratively, making all decisions through discussion and consensus-building, conferring with Rev. Sydney and Kimberly as appropriate. The co-chairs prepared meeting agendas, kept track of the committee's responsibilities and actions, established regular communication, and made sure the requirements were met.

*Lesley Rex, Ministerial Internship Committee Co-Chair*

## **Interim Music Director Search Team**

The minister, in consultation with the Board, assembled the Interim Music Director Search Team. This team's mission was to recommend an interim music director for the church year 2016–17 to be hired and supervised by the minister. The interim music director will be a team member of the program staff. The search team was composed of Susanne Giordano, Jean Cottell, Lori Maddox and Rev. Sydney. The person chosen will be allowed to apply for the long-term music director position. That search will begin in late fall of 2016.

A survey was distributed in January at choir practices, was available at the Welcome Table in church, and was on the web. The team met with the Music Committee, engaged in informal conversations, and informed the Board of its progress.

The team also considered the farewell and legacy of the current director. The Music Committee organized the farewell event for Tom Sears. Tom expressed his hope that his legacy could be: "Have courage."

The team developed an ad from Tom's report of his month-by-month schedule and the music director job description. Here is our ad:

The Unitarian Universalist Church in Eugene (UUCE), <http://uueugene.org> seeks an Interim Director of Music to sustain and develop an engaging music program, three adult choirs, and direct musical presentations at least three Sundays per month from September to mid-June. The Interim Director will also produce and present three annual concerts, research, order and schedule appropriate music to align with and enhance Sunday service themes.



#### QUALIFICATIONS:

The qualified candidate will have formal training and experience in choral conducting, good organizational, administrative and communication skills, broad knowledge of musical periods, styles and choral repertoire. UUCE is an open and affirming congregation which welcomes creativity and innovation. We have a well-developed music program consisting of three adult choirs that rotate Sunday performances and present three large concert events per year. Please see our website at <http://uueugene.org/> to get a fuller sense of who we are.

We considered three candidates and had two interviews. There were five others who inquired and/or sent in their materials. We are very excited about the choice of Camille Lively. Camille's resume is available from the search team for whomever is interested.

*Susanne Giordano, Interim Music Director Search Team*

## **WORSHIP MINISTRY**

### **SUNDAY WORSHIP**

#### **Greeters and Ushers**

As a recently unified group, the greeters and ushers have been working to establish a strong sense of community within our church, on Sundays and beyond. Greeting is the role of face-to-face and verbal welcoming of each person who walks through the doors, be they first time visitors or longtime members and friends; this includes time before the service and after. Ushering focuses on pre- and post-service setup and cleanup, distribution of hymnals and service materials, gathering of braille hymnals, seating assistance, and the weekly offertory. On occasions when the RE director is not available, ushers have the honor of carrying the RE chalice and leading the children and youth out of the service. We count the number of people at the service, and sometimes we involve the church community when we can, ie: Cub Scouts and Girl Scouts came one Sunday and were our ushers and greeters.

The position of Anchor, which assists the minister and worship associates with specific arrangements for each service, has been split between this group and the sound booth. Overall, the purpose of the group is to make connections, ensuring that each attendee is able to find something that they are seeking: a seat, a friendly face, recognition, coffee, information. "We create sanctuary where all hands are held."

Meetings are held approximately quarterly to welcome new volunteers, discuss training and offer direction, and make schedules for Sunday worship services. Robin Schantz-Mulford, who coordinated the ushers for years, is spending much of his time now as a worship associate; he can still often be found assisting with ushering duties. Regular long-time volunteers include John Roy Wilson, Eric Swegles, Marilyn Milne, Don Haney, Phyllis O'Neill, and Emmet Band, along

with a host of others. Many who have volunteered as ushers and greeters tend to stay involved as long as they are physically able. Any adult is welcome to join in at any time; the primary qualifications are: (1) compassion for all parts of our church community, (2) a willingness to extend into that community, sometimes beyond one's comfort zone, and (3) committing to a slightly earlier Sunday morning. Children, youth, and sometimes guest groups also have opportunities throughout the year to usher and greet. The focus and efforts of the group are guided by the minister, but often come from meeting the diverse needs of our whole church community.

As the church community grows, and we see more newcomers every week, the greeters and ushers have been tasked with helping those newcomers through their first few visits, bridging the gap between "Where am I?" and "How do I find out more?" In addition, the group is focusing on facilitating connections among church attendees, identifying potential Small Group Ministries, and helping to evaluate the needs of visitors. The next year or two will hold many challenges and new goals. Ideally, the group will be able to double in size, to allow for more familiar and welcoming faces to join in every week, as well as to accommodate a growing church population. It will also be helpful to develop a formalized set of training points, goals, and needs, so that the group as a whole is able to communicate effectively and act with unity of purpose.

*Christina Wagner, Coordinator*

## **Music Program**

### **2015–16 Annual Report – Music**

**Tom Sears, Music Director**

UUCE'S MUSIC PROGRAM Mission Statement is:

- to enhance Sunday services with appropriate and well performed music
- to enhance fellowship and develop community through respectful interactions
- to improve musicianship and broaden musical understanding in participants

With this in mind, we provided choral and instrumental music for Sunday worship services throughout the 2015–16 church year.

The 45-voice Sanctuary Choir, 25-voice women's Chalice Choir, and the 18-voice Chamber Singers form the core of the Music Program. Each choir sings at least once a month with an instrumental ensemble providing music on the few non-choir Sundays during the year. In addition to Sunday services, the 2015–16 season featured a Music-Kickoff Potluck, an All-Comers' Choir, and three special concerts.

The choir year begins just after Labor Day with a Music-Kickoff Potluck. This event is designed to provide information about the upcoming year's music activities, greet returning singers and welcome new ones—and to sing. In November, an invitation is made to anyone who would like to sing with the Sanctuary Choir at the Thanksgiving service and who can commit to three rehearsals leading up to it. This provides an opportunity for those who want to sing but don't have time to commit to ongoing weekly rehearsals.

In December the Chamber Singers presented their annual Christmas Concert featuring Vivaldi's *Gloria*. An 8-piece orchestra was hired to accompany the singers. A suggested donation of \$10 was requested from attendees raising over \$1,300—not quite meeting the cost of the hired musicians (\$1,600). In April, the Sanctuary Choir, with the help of a 7-piece chamber orchestra presented *Missa Brevis Pro Serveto* for Music Sunday. The presentation coincided with the Third Sunday Community Offering for which I was honored to choose the recipient. I asked that the money raised go toward paneling the alcove of the Sanctuary's east wall with the same clear fir found in the south entrance. The purpose is to enhance the acoustics of the room (particularly for music presentations) and to create a focal point in the Sanctuary and to generally warm-up the space. Well over \$3,000 was collected for this project.

In May the women's Chalice Choir and Chamber Singers, dressed in their elegant evening wear, teamed up to present "A Tribute To Broadway" concert/dance. A 4-piece band accompanied the choirs while Leslie Rex's selections of Broadway images were projected on the screen behind the singers. The event was intergenerational with both adults and children dancing to the music. Again, there was a suggested donation of \$10 which raised \$1,143 for the General Fund.

In addition to these events, Byrdsong Renaissance Consort presented a concert in May as a fundraiser for UUCE. "Byrdsong's 2016 European Tour" featured songs and instrumental pieces from Europe and the British isles played on violins, viols, recorders, harpsichord and baroque flute.

What makes the Music Program work are the people. Susanne Giordano continues to do a wonderful job as staff pianist. Kevin Wyatt-Stone remained for a second year as bass section leader for the Sanctuary Choir and Chamber Singers. The addition of a professional singer provides a model of proper singing technique and gives confidence to the other singers. This represents an investment in quality, and I would encourage additional section leaders when the budget allows.

The Music Committee: Susanne Giordano (chair), Jean Cottel, Pat Hendricks, Joyce Smith, Martha Snyder and Jean Weick, did the hard work of organizing and staffing all of the special concerts presented this year. (Please see the separate report about their activities provided by Susanne Giordano). Pat Hendricks and Carol Philips logged hours and hours updating the music library database. This is tedious work but so important that this information is available. Dick

Weick continued to fill the necessary role of Music Librarian for the Sanctuary and Chamber choirs. And, Judy Shaw, Isaac Priere, and Connie Newman shared their talents to provide instrumental music for non-choir Sundays.

This is my final report on the Music Program. After twenty-two years I am retiring at the end of June 2016. I have loved being your Music Director; I have loved working with so many people and getting to know many others. It has been a wonderfully rich experience where I could explore all kinds of music, and share in the joy of co-creation. Thank you for your generous support and appreciation throughout the years. A new Music Director, Camille Lively, has been selected who will take my place in July.

*With appreciation,*

*Tom Sears*

*submitted June 4, 2016*

## **Music Committee**

Starting September 2015, the Music Committee had a change in leadership from Pat Hendricks, who led this committee for eleven years, to Susanne Giordano, added a new member, Jean Cottell, and lost a member, Heather Schantz-Mulford.

September's music committee meeting covered discussion on upcoming events for the year such as the December holiday concert, Music Sunday, and spring concert. We discussed trying to make music events more "waste-free" with Jean Cottell's guidance. She works for Lane County's recycling program.

We made plans for hosting the Baroque Concert in December 2015.

The Music Committee spent approximately \$50 of music budget for refreshments, plus choir members generously donated foods.

The committee revisited some old business about one of the Music Committee responsibilities listed on the church website which states that the committee will provide a printed brochure of information about the music program. Nobody has ever asked to have one, and we felt information about the music program changes frequently enough this would not be a good use of the music program budget. We discussed with Rev. Sydney removing this line from the website and checking in with the Board for their agreement and approval. This item needs to be revisited in 2016-17. It was not resolved.

Two members of the music committee were on the Interim Music Director Search Committee, Jean Cottell and Susanne Giordano.

In April 2016, Tom Sears' Renaissance band, Byrdsong Consort, did a free concert in the chapel of UUCE. A Music Committee member spent \$50 of music program budget and another \$50 private donation to supply a refreshments table for guests. On May 7, 2016, Byrdsong Consort did a benefit concert at UUCE to raise money for the church. Music Committee members assisted with this concert by posting advertisements, passing out programs at the concert, and taking donations.

The spring Broadway Tribute Concert by the Chalice Choir and Chamber Singers in May was supported in the background by the Music Committee in arrangements for refreshments, approximately \$60 spent plus donations, having a setup and cleanup crew, securing the church at end of event, decorations, deciding the arrangement of the dance floor, providing a door prize (\$80 gift certificate to the Oregon Electric Station—I think this was a private donation from one of the committee), taking donations, and providing a little security/door greeting duty,

The Music Committee's last item for the year has been to organize Tom Sears' Retirement Party on June 11, 2016, through an organizing team headed by Pat Hendricks, with Jean Cottell and Jim Weldy. A program has been developed that includes all three choirs to sing several songs both meaningful and favorites of Tom's, some words by Rev. Sydney, reading aloud of a lengthy verbal "sentiments card," showing of a video and pictures of Tom at both the old and new churches, and socializing over cookies and punch. Lesley Rex put the program into an attractive printed format.

Our next meeting will be in September 2016, just before the choirs begin the new year with their annual potluck.

*Susanne Giordano, Music Committee Chair*

## **Worship Associates**

WORSHIP ASSOCIATES assist with service every Sunday by giving readings, words of welcome, offerings, and personal reflections on the monthly theme.

The mission of the Worship Associates is "To assist the minister in the sharing of joy, the performance of ritual, and revealing the bridge to the Sacred".

People can join Worship Associates by interviewing and talking with the minister. We do not currently have term limits, but are looking to begin them in the fall.

We do receive much support from the church: we have a budget; we have much support from audio-visual, custodial, room and kitchen reservations, and especially the office who prints our much needed Orders of Service, among others.

Decision making is done ultimately by the minister with much input given by the committee.

Current worship associates are August Sabini, Robin Schantz-Mulford (current chair), and ministerial intern Kimberly Wootan. Other members this year have been Marcie Dorfman, John Wagner, and Jane Wagner.

*Robin Schantz-Mulford, Worship Associate*

## **CONTEMPLATIVE PRACTICES**

### **Contemplative Practice and Studies**

This year with the thoughtful guidance of Marcie Dorfman we embarked on a course of monthly themes for the meditations held on Monday evening. Themes included joy, play, love and new beginnings. We offered a “blues” mediation for those who have struggle during the December holiday season. The “Blue Meditation” give people who have experienced loss permission to simply be themselves and not have to pretend that this is, for them, is a holiday season like any other.

By May we realized that with the start of the Contemplative Studies group we need a simpler program and we instituted a silent mediation punctuated by walking meditation. We have invited Deb Huntly an ordained Buddhist to teach us the art of walking mindfully for the rest of the church year.

Starting in March we held our first Contemplative Studies group focused excerpt from *Cutting Through Spiritual Materialism* by Trungpa Rinpoche. Other themes were Zen Mind Beginner’s Mind based on the teaching on Joko Beck *Living Everyday Zen* and excerpt from *Zen Mind Beginner’s Mind* by Suzuki Roshi. In May we explored Global Awakening using a clip of Eckhart Tolle from YouTube. In June we explored dualism from a mulita-cultural lens using Nisargadatta in India in his own words, then a brief bio of Sri Ramana in India, then Adyashanti teaching in USA, then Mooji in Jamaca and ended with rapper Prince EA in the USA.

Both groups are open to the congregation and general public. We fulfill the congregation’s aspiration to create lives of meaning and depth. We have organized a team lead by Deb Huntly that will continue these practices and study group for the summer and for the following year.

*Kimberly Wootan, Ministerial Intern*

# STEWARDSHIP MINISTRY

## FINANCIAL STEWARDSHIP

### Budget Committee

THE BUDGET COMMITTEE meets periodically from April through May to develop the proposed budget for 2016–17. After review by the Board and additional generous donations during an Extended Offering, a final proposal was submitted to the congregation for review and will be voted on at the Congregational Meeting on June 12.

Budget Committee Members: Dave DeCou, Treasurer, Rev. Sydney Morris, and Business Manager Wayne Morris.

*Dave DeCou, Treasurer*

### Combined Campaign 2016

This year our annual stewardship drive was combined with the launch of a three-year capital campaign. Our theme was *Free Our Future, Embrace Our Dreams!* to reflect our hopes and dreams for financial support of our ongoing ministries as well as securing our future in our new home by reducing our mortgage.

Our committee began in the fall with planning for the Financial Feasibility Study (FFS) for the capital portion of the campaign. The church engaged Bill Clontz, an independent UU campaign consultant, to conduct the FFS in November 2015. Based on Bill's study, consultation with the UUCE Board of Trustees and in light of our previous capital campaign in 2010–13 that funded \$2.3 million in renovations, the goal for the capital portion of the combined campaign was set at \$650,000. As part of the long-term financial goals of the congregation, the church seeks to pay down approximately half of its \$1.34 million mortgage during the course of the three-year capital portion of the campaign. This pay-down is a necessity in order to maintain existing funding levels of ongoing ministries beyond 2017, when the last \$50,000 payment is received from the sale of our former building.

A core campaign team of eight members planned various components of the campaign, including development of a theme, written materials, publicity, recruitment and training of visiting stewards, campaign events and follow-up. A quiet phase of the campaign was followed by a church-wide campaign launch in the spring, with a brunch for all members and friends and a lively program for children and adults. In addition, twenty-eight visiting stewards made personal visits to many members and friends in the months of April and May and a total of 225 households responded to the campaign by the end of May 2016.

As of the writing of this report, a total of \$881,062 was pledged for the combined campaign, with \$319,777 for support of ongoing ministries for the 2016–17 church year and \$561,285 for capital pledges spread over three years to pay down a portion of our mortgage.

Annual giving was down this year due to a variety of factors, not the least of which was the absence of twenty-four in our beloved community who passed away, moved away, or moved on and who gave more than \$40,000 last year. In addition, a few households who had been giving substantial gifts in addition to their pledges were either unable to give additional gifts or directed their gifts to pay down the principal on the mortgage, and a significant number of members had a change in financial circumstances that necessitated a decrease in their pledge.

Overall, the congregation dug deep to support the many ministries of our beloved community and to help secure our future in our new home. Thank you!

*Judy Shaw & Kay Crider  
Combined Campaign Co-Chairs*

## **PHYSICAL STEWARDSHIP**

### **Aesthetics Working Group**

“Our purpose is to assure that the visual appearance of our church reflects our UU principles through collaborative decision making and implementation.”

THE AESTHETICS WORKING GROUP (AWG) was formed in 2012 to begin the process of considering the interior of our new church and what could be done, with limited means, to create a warm, vibrant and serviceable space.

However, as of May 25, 2016, our committee has decided to disband. We took to heart the suggestion of our Board leader Sarah to reexamine the need for some of the committees that we started with. AWG was formed early on, for our move from our old church, and we continued on to create the basic aesthetics for our newly repurposed building.

Items such as:

- A color pallet selection for interior walls throughout the church and for the exterior of the building.
- The creation of a wall commemoration panel of church members who helped in the move and reconstruction.
- Placement of bulletin boards, clocks, recycle bins, some signage.
- Collaborated with the Building and Grounds folks on the design of the chapel doors.
- Chapel: Hands Quilt and rug to soften the space.
- Plants.



- The installation of an Art Gallery and monthly exhibits.
- The use of drapes in the Sanctuary to enhance sight and sound.

Although there are things still on our list of needs to improve the looks of some of the unresolved areas, we were unable to pursue slated projects due to the lack of funds. Some of these items include:

- A pleasing visual solution for the doors on the storage space in the Social Hall.
- A continuation of wall colors in the Social Hall to visually match the Sanctuary.
- Further enhancement of the interior of the Chapel sight and sound: carpet and color.
- The North Entrance issue has yet to come to grips with the need to “streamline” the appearance of the collection bins to allow service availability while improving their appearance.

I’m happy to report that history panels, telling an abbreviated history of our UU beginnings up to the present day, are being researched currently and hopefully will be installed over the summer.

It is the Aesthetics Working Group’s hope that another group may emerge to take on some of the interior décor challenges once the funds for the church’s mortgage are paid. Until such time arrives, our committee would like to be available on an “as needed” basis to resolve issues that may arise.

The funds allocated for our group, \$300, should go to Building and Grounds with the exception of \$150 for the ongoing needs of plant care, Art Gallery execution, and supplies to create the history panels.

Finally, we’re looking forward to the implementation of the wooden sound wall, gifted by Tom Sears and the congregation. Our committee has longed for a visually pleasing and inspiring “touchstone” for our congregation and the fact that it will enhance our wonderful music is an unexpected bonus for our original conceptualization.

Members: Martha Snyder, Betty Ehrlich, Scott Hovis, Wanda Kuentzli, Linda Meyer

*Sincerely, Martha Snyder, AWG Chair*

## **Building and Grounds Committee**

Our mission is guiding and performing continuing maintenance, upgrades and improvements to the UUCE building and grounds. We accomplish this only by the efforts of many volunteers.

Our efforts are broadly divided into four areas:

- 1) Maintaining and upgrading our grounds.
- 2) Completing the remodeling of the building.
- 3) Upgrading and maintaining the building.

4) Maintaining safety inspections and meeting ongoing city requirements.

We meet regularly at 9:00 am every Tuesday. We discuss the day's projects and welcome any new volunteers. Generally the discussions are lead by Eric Swegles, committee chair, and all are welcome to express their opinion as to what to do that day or how.

Grounds: Sarah and Gretchen along with many volunteers keep the weeds in check and facilitate the vegetable garden. Please see the separate "Gardening" report.

Building completion: Kitchen prep and paint was completed this year. We installed an oak sill on the short wall in Room 3, finishing the wall. We installed window sills on the the east entry windows. We filled in the opening on the brick wall adjacent to the west patio.

Upgrades: We installed the washer and dryer, including a fold up prep table adjacent to them. This also included a vent to the outside for the dryer. Dave Fountain paid for and installed grills in the lights in all of the restrooms. We removed the decaying play structure/swing set in the playground. We will be installing the new one later this summer. Moved the mail box so that it was out of the rain. We started striping the parking lot. Patched and painted many walls. Added clothes hooks to the walls of the bathrooms. Uncovered and repaired a leak in the wall from a broken pipe outside. We are in the process of refinishing the wooden bench at the North entry.

Maintain Safety: There are a variety of tests and inspections done so that we comply with city codes: Fire Alarm, Fire Sprinkler, Stove fire suppression inspection, Back-flow Test, Motor-Generator maintenance and test, all of which we contracted with outside experts and coordinated.

Our volunteers include: John White, David Fountain, Luther Greulich, Emmet Band, Bob Kaeser, Nita White, Bonnie Richman, Eric Swegles, Gretchen Miller, and Sarah Hendrickson.

*Eric Swegles, Building and Grounds Committee Chair*

## **Emergency Response Team & Safety**

In 2015 the Emergency Planning Taskforce, a committee of three, became a committee of two, Ken Ross and Susanne Giordano. We tried to advertise for new members and were successful getting one. However, later in 2015 this team has lost two of the three members.

The Emergency Planning Taskforce had been a standing committee with the Board of Trustees up to and after the remodel of our new church home, to develop an emergency procedures manual. This is pretty much done, though the manual is in constant need of updating. This year the Board, through Rev. Sydney, requested this committee add general church safety to its agenda and get some volunteers to provide security, especially in light of the fact our neighborhood provides a lot of drifters and campers. As part of our reorganizing efforts, the

committee members decided to rename the committee to more accurately reflect our newly added task of trying to provide a bit of security at our services and events, and to follow the common verbiage of emergency planning as used by first responders. The common language for first responders is ERT for Emergency Response Team and EOP for Emergency Operating Procedures for the church's manual.

Late 2015 and into 2016 we advertised for church volunteers to become part of a revolving security team we call "Guardians." One of the Guardians is mainly interested in having a docent for the community art gallery. While the organizing committee had two members, we were able to organize seven volunteers who can occasionally offer door greeting/security duty for special events. The Guardians had a two-hour intensive training with Diane Conrad the day before a "No Weapons" event held at UUCE. Currently, the committee is now one person only, Susanne Giordano, who would dearly love to have someone share the administrative responsibilities with her! Most recently she has developed a draft charter for the committee (available as a separate document), and met with the Conestoga Hut committee to coordinate with a Eugene Police safety officer to inspect the grounds around the church for some easy safety measures we, collectively, can do to discourage illegal camping, partying, drug-using and general loitering at night, that makes our Conestoga Hut residents feel less safe. (Inspection report is available separately.)

*Susanne Giordano, Emergency Response Team*

## **Gardening**

GARDENING is a subset of Buildings and Grounds. Our mission is to plant, maintain and improve the landscaping of the church.

Our covenant is: We will try to treat everyone with respect and dignity, including most of the plants. Possibly not so much the slugs and thistles.

Anyone is welcome to join this group any time. Sarah has been making decisions as necessary and welcomes input from anyone interested enough to show up.

We work on the landscaping, including maintaining the Seven Seas (the rain garden/drainage swales) to code standards, maintaining the irrigation system, planting, pruning, and weeding. This year, we were able to have the west berm (along Chambers) leveled and planted in grass, thanks to a generous donor. Magnolia trees were added at the top, and clumping bamboo will be added this year to help shade the playground.

Other plantings have been added and maintained this year. The gingko tree which turned out to be female has been replaced. The Food Equity project planted blueberries, raspberries, and a fig tree.

Our Conestoga Hut residents are using one east bed as a vegetable garden. Soon another church member will start a cutting flower garden in another east bed, with the flowers brought in for Sunday services.

Nothing east of the east entrance is planned, nor has anything been planned for the south berm. Only the Seven Seas were required when we remodeled. At that time, there was talk of a wedding garden, a memorial garden, and some other possibilities. Since then, we have moved in three Conestoga Huts. We wait for an art focus in the fountain area (sometimes called the tank trap). Shade plantings will be needed on the south berm eventually.

The Gardeners show up on some Wednesday mornings to welcome anyone who likes to work in the dirt, with plants, or with PVC pipe. Also, by appointment, we will meet anyone who wants to work at a time more convenient for them. After a simple orientation, you are encouraged to show up at your convenience, any time, and help out.

*Sarah Hendrickson, Grounds Committee*

## **ADMINISTRY**

### **Archives Committee**

The Archives Committee shall collect and preserve documents, both paper and electronic, regarding the history of the church, including minutes and other materials from the Board, committees and individuals. The committee will sort and organize the material and make decisions regarding material that is to be kept.

At suitable times, this committee may be asked to update the church history.

—*Board Policy (2005) establishing the charter of the Archives Committee*

THE ARCHIVES COMMITTEE is a support group of the church. We hold material that is important to us, and the mere act of saving it lends importance to what we do. But why is it important? It gives us the factual basis for honest history and in the words of Rog Hiemstra:

- [History] can teach us in the present (knowing about past mistakes, successes, etc. provides a foundation for moving forward)
- History harbors the beauty of our past (our social justice achievements, our importance within the community, our religious successes, etc.)
- History helps us understand people (past lay and religious leaders, notable members, etc.)
- [History] helps us understand societal and religious change and how we have adapted to it
- History helps us understand behavioral change (how we dealt with difficult situations, how we forgave, how we adapted, etc.)
- History is important to our own lives –knowing the wonderful history of our religious community gives us direction and hope for our own future

—*Mining Our Past to Inform Our Future: A Church History Preservation Workshop*

This has been another quiet year for the Archives Committee. With our membership down to two and my prospective retirement from the committee, not much has happened this year. I hope the committee will be reconstituted soon and will move forward with the excellent work begun in 2003, in preparation for our centennial celebration. Let's not wait for the bicentennial!

**Membership:** Anyone can be an archivist! We welcome members with an interest in preserving our history, presenting our history, or delving into our past. There are many resources available for learning about archives and a network of UU archivists and historians who willingly answer questions and give advice.

*John Clay, Archives Chair*

## **Communications Task Force**

**The Communications Task Force (CTF) was established in January 2013** and has met regularly since then, chaired by church member Dick Loescher. The charge, charter, mission statement and goal of the CTF is to develop and implement policies and procedures related to communications (electronic, paper, and verbal) within UUCE and from UUCE to the wider community, in order to support implementing the UUCE Mission statement. The CTF members are church volunteers who participate according to their interests. Late in this church year the group decided to meet on an as needed basis, rather than on a regular schedule. The minutes of the CTF on the UUCE website document the attendees and specific discussions and decisions made regarding multiple topics.

**People invited to participate in the CTF** have included representatives of the Weekly News e-Bulletin/Sunday handout editors (currently Martha Osgood, Ken Ross, Dick Loescher), the web team, the newsletter editor, social justice groups (currently called Service in Action), the Membership Committee, the Aesthetics Working Group, the minister, the director of religious education, and the Board.

**Members of the CTF also collaborate with church office staff and professional staff** regarding the Sunday handout (volunteer editors submit a draft to the minister and office coordinator, who make the final version) and the web calendar (previously maintained by a church volunteer, and since part way through this church year now maintained by the office coordinator).

**During church year 2015–16 Wayne Parker became the business manager of UUCE.** He has been extensively involved with the UUCE website and has become the main person involved with maintaining it. During this church year the website structure was changed from Joomla to WordPress. Wi-fi access became available throughout the church building. Increased publicity about UUCE to the wider community is a goal being worked on.

**UUCE has two Facebook pages and is starting to make use of Twitter.** We are looking for people to help with these methods of communication.

**UUCE CONNECTIONS Monthly Newsletter.** The purpose of the newsletter is to be a primary source of information to members and friends about church activities. It includes the calendar of sermon topics and educational, social, and service events offered by church ministries. Messages from the minister, board president, director of religious education, and director of music are regular features. Also often included are articles about community events or organizations sharing our values, news and photos of people, programs, and activities in our church, and information related to the Unitarian Universalist Association. The newsletter is issued monthly on the first of the month. Primary distribution is in electronic format. It is posted on the website, and a link is emailed to the subscribed listserv. A limited number of printed copies are mailed to those who have requested them through the office, and printed copies are also available at the visitor's table at church. A plaintext electronic version, formatted to be interpreted by screen readers for the blind, is provided by Bonnie Phipps and can be requested from her. Current total distribution of the newsletter is approximately seven hundred.

**The Newsletter Team** has traditionally been an informal association. Whenever an opening has occurred, someone with the requisite skills, interest, and dedication has stepped forward to serve. We have no reporters, so we depend on participants in the various church events, committees, and interest groups to submit articles and photos of the activities they would like to share with their community. We would welcome some reporters who could assist in gathering newsworthy information, especially from the youth group. Since our function is ongoing, people can serve as long as they wish. The current newsletter team includes: Bonnie Koenig, editor; Nisco Junkins, layout and graphics; and Martha Osgood, technical advisor and liaison to the web team.

The members of the CTF believe that it is valuable and needed for the CTF, or some similar group, to continue to meet and carry out its functions.

*Respectfully submitted,  
Dick Loescher, Chair, Communications Task Force  
June 5, 2016*

# OUTREACH

## SERVICE IN ACTION

**Service in Action Mission Statement:** *Inspired by our UU principles and our Church Mission Statement, Service in Action provides an umbrella for groups and projects that support social and environmental justice and improvements for our world.*

The desire for social and environmental justice has been a part of UUCE since its founding in Eugene, over on hundred years ago. For many Unitarian Universalists, it is an integral part of who they choose to be in this world.

Service in Action (SIA) evolved over the past three years from SJUUCE into an umbrella group for many of the social and environmental groups that have been active for years at UUCE.

Several of these groups have annual reports (see below). Some of our groups are working just within UUCE, but most have connections to the larger community and even to state and national groups. For each of the areas represented under the SIA umbrella, there are at least three and often five to seven members and friends from UUCE who participate in each area.

Anyone who is interested in joining in any area, and in SIA, is welcome. With some of the groups/areas, the intent of the original group may be met and then interest in the group is diminished, with the subsequent loss of that group to SIA. Basic Rights Oregon is a good example, with the gaining of recognition of marriage for same sex couples. Though we recognize other needs with this group, the people at UUCE dedicated to this issue have moved on to other issues.

At present, Sue Craig, longtime chair and tireless worker for social justice issues, has resigned from SIA, and SIA is in the process of reorganizing.

These are the events that SIA sponsored, or helped to sponsor at UUCE over the past Church Year 2015-16:

- We celebrated Medicare's 50th birthday at UUCE in collaboration with Health Care for All Oregon. About thirty people dropped into the front foyer to help.
- Dr. Guy McPherson spoke in our sanctuary on climate change. About 150 people from UUCE and the community attended. Sponsorship was SIA and Interfaith Earthkeepers.
- Dr. Kari Norguaard spoke on climate denial with about 120 people attending. SIA sponsorship.
- Panel on the Pope Francis' Encyclical. About one hundred people attended from the community and UUCE. Sponsored by SIA and Interfaith Prayer Service.

- Panel on Spiritual not Religious. 30 people attended from the community and UUCE. Sponsored by SIA and Interfaith Prayer Service.
- Oregon UUVoices for Justice annual meeting with about thirty-five participants from around the state. SIA/UUCE hosted.
- Naomi Klein film *This Changes Everything*. 230 attended. Sponsored by SIA, Earthkeepers, Occupy Interfaith, 350EUG (they paid for the movie).
- Presentation by Dr. Freeman, author of *Health, Medicine, & Justice*; spoke to thirty people. SIA, City Club of Eugene, Oregon Physicians for a National Health Program, HCAO.
- Ongoing collections for Occupy Medical and First Family each week. UUCE donates through SIA.
- Ongoing collections for Food for Lane County. UUCE donates through SIA.
- Holiday Food Drive for St. Vinnies. SIA.
- Salem rally for Healthy Climate Bill with support of SIA, Earthkeepers, Raging Grannies, Oregon UUVoices for Justice, Ecumenical Ministries of Oregon./
- All our programs of That's My Farmer are ongoing with about ten UU's involved.
- Monthly food preparation at Food For Lane County usually has about seven to ten people.
- CROP Walk had about twenty-five of us involved
- SIA continues to sponsor the Conestoga Hut project.

For the events that we use our sanctuary, we usually ask for \$50 to help with lights, etc. Some groups give more, and that evens out the groups that are not asked to give (just 2 did not contribute last year).

Baskets are often left out for folks to donate to “Keep the lights on”, more recently: “Donations gratefully accepted for the work of this church.”

*Submitted by Barb Prentice*

## Crop Walk



UUCE raised \$1,601 at the CROP Hunger Walk in October 2015. For the CROP Hunger Walk, 75% of proceeds benefit Church World Service for international hunger relief and 25% of proceeds benefit FOOD for Lane County for local hunger relief.

*Text and pictures supplied by Karen Edmonds, Program and Services Director, Food for Lane County*



## **Interfaith Earthkeepers**

THE INTERFAITH EARTHKEEPERS was created over four years ago by representatives from about a dozen congregations in the Eugene/Springfield area to encourage people in the faith community to work together to address the serious environmental issues we faced at that time and that have become even more urgent since then. This work is entirely compatible with the UUCE mission: “Empowered by Love, we transform ourselves and serve our world.” It is particularly relevant to our seventh principle: “Respect for the interdependent web of all existence of which we are a part.”

Among the activities and events that the Earthkeepers have sponsored or co-sponsored over the last twelve months are the following:

- Presentation by Kari Norgard, “Living in Denial,” at UUCE, July 26, 2015.
- Showing of the documentary, “This Changes Everything,” at UUCE, November 14.
- Fill Your Pantry, designed to encourage people to buy healthy food from local farmers and food processors, at the Lane County Fairgrounds, November 15.
- Collection of styrofoam to keep it out of landfills, January 10.
- That’s My Farmer, an annual event to allow consumers to meet local farmers and sign up for CSAs (Community Supported Agriculture) at the First United Methodist Church, April 14.
- Film Fest at Central Lutheran Church, February 20.
- Cooperated with 350 Eugene on events such as the “Eugene’s People’s Climate March” at Alton Baker Park on November 28; and the “Mass Action Against Fossil Fuels” in Anacortes, Washington, May 13–15.
- Encouraged members of our congregations to attend the Public Interest Environmental Law Conference at the University of Oregon, March 3–6.
- Co-sponsored, with Common Cause Oregon and numerous other environmental groups, a forum on “Dirty Energy and Dirty Money,” at UUCE, June 21.

In addition, members of the Earthkeepers share items that can be posted on church bulletin boards or used in articles for church newsletters.

From its inception, members of UUCE have been active participants in the work of the Earthkeepers. There are no elected officers, but at this time Rouanna Garden serves as chair of our monthly meetings, and Bill Rodgers is responsible for creating the agendas for those meetings.

*Bill Rodgers, Interfaith Earthkeepers*

## **The UUCE Fair Trade Coffee Cart**

THE FAIR TRADE COFFEE CART offers for purchase a selection of organic coffees, teas and chocolate products. We are open most Sunday mornings, after the Sunday service. Products are ordered through Equal Exchange, a worker-owned, fair trade organization that works directly with farmer cooperatives to ensure that the farmers earn a fair price for their crops.

Sale and purchase of fair trade organic products exemplifies the first UU Principle (the inherent worth and dignity of every person) and the seventh UU Principle (respect for the interdependence of all existence of which we are a part).

All profits from the Fair Trade Coffee Cart go to UUCE's General Fund.

Currently there are four to five regular volunteers. Every Sunday two of them are scheduled to staff the Coffee Cart. Decisions are made by the group. Scheduling and ordering are coordinated by Laramie Palmer. We welcome volunteers at any time. To volunteer, contact Laramie at [TWPalmer@uoregon.edu](mailto:TWPalmer@uoregon.edu).

*Laramie Palmer, Coordinator*

## **Food for Lane County**

Coordinators are Diane Wooldridge and Berry Broadbent

Food Rescue Night is a monthly volunteer opportunity. Volunteers typically repack food that is donated for those in our community who are experiencing food insecurity. We average seven volunteers each month.

We also collect food at church in the FFLC barrel, located at the north entrance. From April 2015 – April 2016, we have generously donated 709 pounds of food.

In addition, we coordinated with the Earth EqUUity Food project to sponsor three events that strengthen our commitment to FFLC. A speaker from FFLC gave a presentation about the needs of our community and an overview of services provided; there was a tour of the FFLC facility; and a volunteer opportunity to work at the Youth Farm garden site.

*Berry Broadbent, Food for Lane County Coordinator*

## **Health Care for All Oregon**

Health Care for All Oregon is a statewide organization devoted to the goal of universal publicly supported health care for all Oregonians. Service in Action has sponsored Health Care for All Oregon—Eugene Chapter as a part of SIA's social justice efforts. HCAO believes that universally accessed health care is a human right for all and works to that end. HCAO's actions within UUCE have included notification of monthly meetings open to all, participation in rallies at the Capitol

in Salem, solicitation of petition signatures for City Council resolutions to State Legislators urging adoption of measures supporting a publicly financed health care system in Oregon, as well as soliciting volunteers for HCAO's work.

*Submitted by Pat Bitner*

## **Oregon UUVoices for Justice**

The portion of our UUCE Mission statement that is supported by Oregon UUVoices for Justice (OUUVFJ), is the part about reaching out and serving the world.

We hosted the OUUVFJ Annual Meeting last fall, here at UUCE, and helped to support their two issues that we had also helped to pick a year earlier. The two issues are *Corporations are not people/Money is not Speech*, and *Health Care for All Oregon*. Everything that we did in SIA this year, on these two areas, were with support and interaction with state wide UU's for these two areas. We participated in state wide phone meetings, and went to Salem with OUUVFJ, and other groups to support and lobby our legislators for Health Care for All.

We helped to get the legislature two years ago to agree to a study of the most efficacious way to deliver health care. This year, we worked to get the study funded! We also have sent letters to the editor, made phone calls to legislators and again lobbied them wherever, whenever.

The benefit of working with a UU state organization, is of amplifying our voices with the Oregon Legislature. It helps us to know and to work with folks across the state. Our church can then help with issues statewide, often reaching legislators who do not hear our voices otherwise.

OUUVFJ is a 501(c)3 (a tax-exempt nonprofit organization); it is a statewide advocacy network that mobilizes Unitarian Universalists and their congregations to work for public policies in Oregon that will embody our UU principles of justice, equity and compassion in human relations and global stewardship. OUUVFJ is one of twenty-one statewide UU advocacy networks nationwide.

Rev. Katie Larsell, OUUVFJ Executive Director, was a guest speaker at our Sunday service on March 20. She was invited by SIA to speak afterwards to folks at UUCE in statewide issues of OUUVFJ and to invite them to participate with OUUVFJ. Six people at the last SIA meeting had been to previous OUUVFJ annual meetings. Sue Craig is on the organization's board and is our UUCE voice at OUUVFJ. We have also hosted and given home stays to the board of OUUVFJ twice this year.

*Sue Craig, Oregon UUVoices for Justice Chair*

## **Sewing at UUCE**

This group began in November 2013. In September 2013, I (Rouanna Garden) took a survey of members to see if they had interest in supporting sewing for fundraisers and donations. Twelve women supported the idea, so I reserved a room (after getting permission and locks on the cabinets). We started sewing November 29, 2013, four hours a day, two days a week.

We started making reusable cotton vegetable bags from all donated materials to sell to the public and members as a fundraiser. Nita White, Betty Ehrlich, Martha Osgood, and I were the main sewers.

Misty Rivers made labels for selling the bags. Patty Holtz started selling to the public at various functions around town throughout 2014. November 2 through December 14, 2014, Bonnie Koenig, Patty Holtz, Susanne Giordano, and Rouanna Garden sold veggie bags at UUCE to our members. Between sales to the public (\$400) and sales to our members (\$500) we did well as a fundraiser.

**Mission and Aspirations:** This project lived up to our aspirations of recycling, repurposing and conserving materials for the health of the planet. We made pre-weighed, washable cloth bags for use in all the independent grocery stores, thus reducing the need for individual plastic bags every time produce is purchased.

Took another survey about UUCE making quilts for Women coming out of Prison in Lane Co. and received a good response, so as the bag project wound down the quilting began September 20, 2014. Our group made it's first distribution of ten quilts to the Women's Division of Sponsors in May, 2016.

**Mission and Aspirations:** Again, this new project fits in with giving to the community. Still repurposing donated items. We have had between two and four sewers a day working in the sewing room. Sigrid Jones joined us as we moved to the final quilting stage of the project on November 20, 2015. We are now able to do all aspects of making a quilt.

As of April, 2016, we have completed eleven twin size "Log Cabin" quilts for the Women coming out of Prison program and are ready for our first distribution.

**Mission and Aspirations:** Again, another goal is to make quilts for various local non-profits to auction off themselves (as another way that UUCE gives to our neighbors). We have donated five quilts so far.

**Membership:** People join and leave the group by coming to sew and not coming to sew. I advertise Sewing @ UUCE in numerous ways (table flier, in our news letter and by having show and tells at church on Sundays).

**Group Structure:** I have been leading the group. The group is run by consensus.

*Rouanna Garden, Sewing at UUCE Leader*

## **WHOLE CHURCH FOCUS**

### **Earth Equity Panel**

#### 1. Charter Questions:

Name: Earth Equity Panel

How do we serve UUCE's Mission & Aspirations? Our Mission is: To do justice to the great yearning within this congregation to act together to serve, by facilitating opportunities through Earth Equity initiatives; and aspiring to model humility and mercy.

How do people join this group? This group, new this year (2015-16 church year), was gathered by the minister at the request of the Board.

How & when do people leave this group? So far, by recusing themselves so they can participate fully in one of the Earth Equity projects.

Resources needed: Budget: \$1,000 (same as last year) to provide funding for specific items as needed for specific Earth Equity events. Rooms and custodial support: Each project needs a room at least once a week for a meeting, and often a room at a different time for a special project (film, speaker, other event). Each project will usually need a table on Sunday after the service. We are assuming there will be two projects next year. The projects generally take turns in scheduling, if it looks as if there would be a conflict: one meets immediately after the service and the other later that afternoon or at another time, and they alternate weeks. AV should be available for the meetings as needed; projection equipment and AV will be needed for special events. Office: Support is provided for the production of informational and participation documents: So far the office has worked on flyers for speakers and films, and layout and production of the "passports" used to track participation in events. We expect similar help next year. The office administrator will provide consultation in marketing to groups seeking more participation and community awareness.

What is the leadership structure, and who current serves in those roles? How are decisions made? This year, the minister convened the group, called the meetings, and kept the agenda. Next year she intends to have someone else take it over, at least by the end of the year, as part of her ongoing charge to increase the capacity of this congregation to govern itself.

As we have no more than four members (including the minister) most of the time, decisions have been made by discussion and consensus.

What is the group's covenant? We used the UUCE covenant this year. A goal for next year will be to produce our own.

2. Narrative:

As a church, we recognize great needs in our world and in our local community for equity: social justice, environmental repair, and economic justice. We are also aware of a great need for community and belonging. The Earth Equity initiative, approved by the congregation at the annual meeting last year, is a new effort to address those needs.

Earth Equity projects address both social and environmental justice issues and respond to concerns of church members to get involved and make a difference. They offer many opportunities to plug in and get charged up.

The Panel works with the people proposing to start an Earth Equity project to get a written proposal that we can recommend to the Board. If the Board approves it, we stay in communication with the organizers, available to help, guide, support, review, and troubleshoot and run interference if necessary. We report through the minister to the Operational Team.

This past year we led a guided experiential neighborhood walk then facilitated multiple workshops using a variation of the Workshop method from the Institute of Cultural Affairs. The purpose of these was to catalyze integrated thinking and build team consensus for initiating projects. Two projects were initiated out of the possibilities of categories of Nourishing Ourselves & the Earth, Shelter/Footprint, Equity/Inclusion, and Other. The church provided rooms, website connections, and staff support (minister, intern and office) directed \$333 for activities to each of the approved projects.

*Submitted by the Earth Equity Panel Group*

## **Earth EqUUity Food**

### **EARTH EQUUITY FOOD: NOURISH OTHERS AND OURSELVES/SUSTAIN THE EARTH**

This project is part of Earth Equity.

#### **How does the group serve UUCE's mission and live into our Aspirations?**

We provided opportunities for paying attention and making changes in our individual lives, small changes that change our world (transforming ourselves, serving our world). Our planning group has been empowered by love and individuals have said they feel seen and heard in the process. We hoped to extend that sense of empowerment and the potential for transformation to the congregation by engaging them in this church-wide project.

Our first and seventh principles call us to address both "me" and "we" in our work towards social justice. Our aspirations call us to hold all hands as we work towards justice and sustainability. We

specifically want to address the misconception that working for environmental justice is only for those who can afford it. For these reasons, we offered a range of activities to involve people of all economic circumstances, as well as people of various interests and experiences, abilities, and ages. We designed this project motivated by our faith and the desire to be as inclusive as we know how. The ultimate goal would be that small actions joined by many will have a positive impact towards justice, healing and sustainability.

**How do people join this group? How and when do people leave this group?**

Interested individuals started to attend organizing meetings in October 2015. This group of six hardy souls developed the entire project, which debuted to the UUCE community on January 29, 2016. Our leadership has stayed consistent. Other than the leaders, there is no formal joining or leaving of the project. People participate at whatever level they desire.

**What is the leadership structure of this group and who currently serves in this role?**

The organizing committee consists of Justine Enes, Nadja Sanders, Phil Bertrand, Berry Broadbent, Judy Shaw, and Jean Cottel.

**How are decisions made?**

Decisions are made through discussion and informal consensus.

**What is the group's purpose?**

The purpose of the group is to provide multiple opportunities to explore the relationship between food, the environment, and social justice.

**Summarize what you have done. Highlight accomplishments, etc.**

We designed a church-wide project seeking to connect social and environmental justice around the bigger issue of food, specifically water and food waste, and ethical eating and local food resources. Our goal was to invite participants to engage in a wide variety of activities that were individual, among other church members, and out into the wider community.

We organized guest speakers on the topics of recycling (forty participants), water resources (forty participants), and Food for Lane County services (eighteen participants). We organized field trips to Lane County Solid Waste (twelve participants) and Food for Lane County (twelve participants). We organized an opportunity for gardeners to share their questions and expertise (fifteen participants). We organized an opportunity to volunteer at the FFLC Youth Farm garden (seven participants). We sponsored a community film on plant-based diet (over eighty participants including nine from UUCE). We worked with Buildings and Grounds to choose, site, and plant edibles on UUCE property (seven participants).

In addition, we developed a page on the UUCE website and also provided printed materials for participants to learn on their own, work together, learn together, and celebrate together. Resources included links to TED talks and published articles, as well as practical suggestions.

Fifty-five congregants signed up with passports to track their activities. On posters outside of the RE classrooms, a QR code was printed to be consistent with how families get information about church activities. One child made posters for the project.

We supported existing UUCE activities, such as Tuesday potlucks, Food for Lane County, That's My Farmer, and UUCE sales of fair-trade coffee and chocolate. We also made a financial contribution towards edible landscape at UUCE, including a fig tree, raspberries, and blueberry bushes.

### **What do you hope to accomplish in the next year?**

We are hosting a celebration/evaluation party on June 5th. We will then evaluate feedback from completed passports and go from there.

Possibilities include:

- Explore more coordination with Tuesday potlucks at UUCE.

- Continue to work towards sponsoring a gleaning group through Food for Lane County.

- Continue to explore additional ways to include activities for various age groups.

*Berry Broadbent, Earh EqUUity Food Committee Member*

## **UU Sanctuary Project**

THE UU SANCTUARY PROJECT was formed as a response to the human tragedy unfolding in the countries surrounding the Mediterranean and in the European Union as millions flee the devastation of civil war, religious persecution, destruction of infrastructure, and climate change in northern Africa and the Middle East. A concurrent concern was the intensification of anti-refugee vitriol and Islamophobia in the US in the context of the presidential campaign. The group's earliest goals were two-fold: to counter hate speech by example and through education and to investigate what direct aid we might offer to refugees entering our area. Both goals are in harmony with our shared principles of respecting the inherent worth of every person, striving for justice in human relations, and working toward a world community with peace, liberty, and justice for all.

A Refugee Crisis Project was originally proposed in the fall of 2015 in the committee discussing possible social justice projects under the Earth Equity umbrella. The announcement of an initial meeting to the congregation resulted in the formation of the group and its first meeting in January 2016. Since then the group has met an average of three times a month. Connie Newman chairs the meetings; Lesley Rex and Kathy Filip take minutes; ministerial intern Kimberly



Wootan, Jennifer Rowan-Henry, and Connie Newman are liaisons with the community refugee resettlement effort coordinated by Catholic Community Services. Other active members are Barb Prentice, Pat Franck, Ed Filip, Lizzy Utterback, Luther Gruelich, Jeanne Marie Moore, Cynthia Munyon, Mary and Dave Fountain, Anne Hohenemser, Liz Tippett, Tanja Petal, Gail Lloyd, Deb Huntley, Gretchen Miller, Ruth Anne Fraley, and Charlotte Writer. The Sanctuary Project makes decisions through discussion and majority vote, and tasks are filled by volunteers. There are about twenty-five names on the group's email list. Any UUCE member or friend who is supportive of the project is welcome to join. There is no formal procedure for leaving the group.

Right now, the Sanctuary Project is preparing to present the award-winning documentary, "50 Feet from Syria" at UUCE on June 14. This event is open to the UU congregation as well as to the larger community. Both the physician whose work is chronicled and the film's director/producer will attend to speak about their experiences and answer questions from the audience.

At the same time, all Sanctuary Project members are involved in a discussion to determine what specific aid we can offer to the refugee families expected soon in our area. In the early weeks of the Sanctuary Project, we assumed that the arrival of Syrian refugees here was years away. The situation changed suddenly in April when Eugene/Springfield officially became a resettlement area, with two refugee families expected to arrive within weeks. The Sanctuary Project is now a Community Sponsor of the Lane County Resettlement Program.

Other activities of the Sanctuary Project have included: sending aid packages to Greece, requesting that refugees be added to the groups welcomed to each UUCE service, outreach to other faith groups interested in refugee support, sending representatives to an open house of the Eugene mosque, a dynamic presentation at UUCE on the deep history and complexity of Islam, a meeting and conversation with Syrian refugee Ali Turki Ali, and an information table on Syrian refugee issues at UUCE.

In all of its activities the Sanctuary Project has welcomed the input and participation of the larger UUCE congregation, and the results of our outreach in the wider Eugene community have been freely shared within the group. Meetings are publicized and open to interested members of the congregation. It is safe to say that virtually all UUCE members are aware of the Sanctuary Project and some of its work. This is in line with the Project's goal of helping UUCE become a welcoming ally for refugees, where each member has information and support to counter hate speech and Islamophobia.

The Sanctuary Project was inspired by the long Unitarian and Universalist traditions of offering aid and shelter to refugees from slavery and religious and political oppression. The work of the Sanctuary Project speaks to our UUCE aspirations to work toward justice and healing in the

current humanitarian disaster, as we make our church home a sanctuary of tolerance and aid for refugees and asylum seekers.

*Connie Newman, Sanctuary Project Chair*

## CONESTOGA HUTS

### Conestoga Wagon Circle



OUR CONESTOGA PROJECT celebrated three years in March. We started out with two Conestoga huts and added a third in July 2014. This program is part of the Eugene city Overnight Parking Program managed by St Vincent DePaul. Opportunity Village Eugene donated our first huts. Community Supported Shelters, which builds the huts to the design and under the direction of Eric DeBuhr, donated the third. One of our residents, Vicky, has been with us for all three years; Ray joined us in August 2013 and James in January 2015. We are very grateful to Vicky and James for their gardening and landscape work.

**Our Mission Statement: In keeping with our faith, we will provide a safe, secure, stable, environment for our Conestoga residents.**

In addition to providing shelter, we have been able to supply electricity to the huts, thanks to our Building and Grounds crew. As you can imagine, this is much appreciated by our guests. We also provide bus passes as needed. Our latest amenity is a washer and dryer for our residents' use. This was made possible by generous donations by the Osgoods and Katy Siepert. This beats schlepping laundry to the Service Station or a laundromat.

### **How does this group serve UUCE's Mission and live into our Aspirations?**

Working with the unhoused is personally rewarding and challenging and a true service to our residents and an example of service to the larger community. We offer sanctuary and safety to our residents.

### **How do people join this group?**

By invitation or solicitation. By its nature, it needs to remain small.

### **What is the leadership structure of this group, and who currently serves in those roles?**

#### **How are decisions made?**

We have a small oversight committee which we named the “Conestoga Wagon Circle”: Barb Prentice (barbprentice1@gmail.com) chairs the group. The other members are Gretchen Miller, Sue Craig, Ron Milton, Jeanne-Marie Moore, Christina Wagner and Janell Heidenreich. Decisions are made by consensus when possible and by majority vote if necessary.

*Barb Prentice, Conestoga Wagon Circle Chair*

## **OTHER**

### **Community Offering Committee**

For nine years, our church has given away its offering during one of its monthly church services. In the 2015–16 fiscal year, we donated more than \$14,810; our June 2016 offering has not been received at the time of this report.

Recipients of our generosity included: Friends of Trees, Friendship with Cambodia, Emerald Valley Boys and Girls Club, Long Tom Watershed Council, Belly-full, Mujeres Luchadoras Progresistas, Syrian Refugee Relief (through the UU Service Committee), Lane County NAACP, Vet LIFT, Tribute Offering in Honor of Tom Sears, Burrito Brigade, and Grupo Latino de Accion Directa.

Read more about this year’s and past years’ offering at the church’s website.

The 2015–16 committee members were Katy Colburn, Valerie Elliott, Gretchen Miller and Marilyn Milne.

Thank you for your continuing support of nonprofits that embody our church’s principles.

*Submitted by Marilyn Milne*

## **CONNECTING**

### **FUN AND EXPLORATION**

#### **Morning Doves**

UU birders and friends meet every Tuesday morning at 8:00 am at some avian friendly location in or near Eugene. Each week Our Leader sends an email notifying everyone where we will meet.

You can ask to be added to the email list by writing to [birders@uueugene.org](mailto:birders@uueugene.org). Bring binoculars and be ready to walk, on fairly level ground, for about an hour. Some members of the group are very good birders; others of us have a lot to learn; we all are learning every week. On Memorial Day weekend we saw a Bullock's Oriole at Mt. Pisgah. If that excites you, join us. You can join the group by showing up and you can leave it by not coming any more.

After birding we gather for breakfast at a restaurant near the birding site. The location is also included in the email. People are welcome to do one activity and not the other, as your time and inclination allow, but we do enjoy talking about our walk over breakfast and coffee.

There are probably about forty people on the email list of whom about ten to twelve show up on any given day. We meet every Tuesday year round though, rarely, the walk is rather short if the weather is dreadful. If there is a cancellation because, for example, of a holiday, the email list serves as the notification.

We do not have a covenant, though liking birds and breakfast and is assumed of all. Our mission is to appreciate the interdependent web of which we are a part. A donation of two dollars per person is requested each week, all of which goes to the church general fund, but no one has ever been shamed or turned away for not having it. Last year, from the time our previous Fearless Leader Eliot McIntire moved and our new Equally Fearless Leader Mike Berg took over, we have given more than \$300 to the UUCE general fund.

*Gretchen Miller, Morning Doves Group Member*

## **UUCE Poetry Groups**

**Group's Purpose:** Spiritual exploration and growth through the creative act of writing poems; sharing, discussing and critiquing each other's poetry in a safe community environment.

We have three active poetry groups (twenty-three people total) which meet monthly to share, discuss and critique each other's poetry.

We publish a poetry journal named *Changes* to which any member or friend of UUCE is invited to submit their original unpublished poems. (It is not necessary to be in one of the poetry groups to submit.) The latest issue is going to print in early June; we will have it available for sale at church later in the month. All proceeds after cost goes to UUCE general fund.

We have this year experimented with a "poetry give-away" program, providing copies of original poems (with permission of the author) in a folder for anyone at church to take (one folder for adult poems, one for children's poems), changing the poems on a monthly basis.

We had one meeting / social event of all three of the poetry groups combined.

### **How does this group serve UUCE's Mission and live into our Aspirations?**

Empowered by love, we transform ourselves... through creating and sharing our poems. We offer topics to inspire. We offer critique in a caring, positive environment, meant to help us each grow in the depth of our thinking as well as the skillfulness of our writing. We work to empower individuals, and to make the group a safe place for each person to open their heart.

### **How do people join this group? How and when do people leave this group?**

Because the groups need to be a small size to function so that each person has time to share and receive critiques of their work, the three current groups have been closed. As contact person for the groups, Bonnie Phipps maintains a waiting list of those who requested to join.

People leave when they wish—we have in fact had a recent departure for health reasons. We have invited the next person on the waiting list to fill the available position. If none on the list choose to join, then we'll put a notice in the Newsletter to see if there is interest.

Whenever five or more individuals are on the waiting list, Bonnie has organized another group, which is why we now have three groups. Last year a fourth group formed, but it never quite took off, and eventually disbanded. I believe it lacked anyone willing to take a leadership role to come together.

### **What is the leadership structure of this group, and who currently serves in those roles?**

#### **How are decisions made?**

Bonnie Phipps serves as the contact person and facilitator of the three current groups. This is a de facto position: no one else wanted the job in any of the groups.

There are times when others serve as meeting facilitator when asked, but no one else has been willing to take on the contact role which involves sending out the suggested assignments, making sure everyone knows when and where to meet, sending reminders to members, maintaining the listservs, keeping member contacts current, and maintaining the waiting list for new members.

Decisions as to membership, topics of discussion, and group projects are made by each group as a whole together. The facilitator gets input from the group about future topics, and then the group chooses, usually by consensus. Before new members are invited, the group together discusses its functionality relative to size. Each time we have had an opening, we have chosen to add a new person. Each time we have added a new person, the group has been enriched.

*Respectfully submitted, Bonnie Phipps, Poetry Group Facilitator*

## EDUCATION & FAITH DEVELOPMENT

### Library Team

THE LIBRARY TEAM was created in the spring of 2016 by Thea Hart and Janet Barnes. They wrote a Group Charter and will begin actively seeking new members in June 2016. The Library Team would like to create a collection management policy and donation policy for the library. Then, the group would like to go through the collection item-by-item and see whether each item matches our collection management policy. If it's not in line with the policy, we will move it from the library to a better-suited location (donate to St Vincent de Paul, public library, etc.). The Library Team will set up a LibraryThing account and start entering in all of the books that we have kept for the UUCE Library. There is a \$25 lifetime user fee for an unlimited number of items. This would create an accessible online catalog of all of the library's items. The Library Team would like to move the UUCE library collection to a dedicated, accessible space and design a way for UUCE members and friends to check out items.

*Janet Barnes, Library Team*

### Men's Groups

We have two men's groups...one meets every first and third Wednesday, its facilitator is Jim Kayser, the other meets the second and fourth Wednesday, I am its facilitator...

They both meet in room 7 at 7:00 pm.....

They each are run a lot like the SGM program....topics....discussion of the topics....care is made so that each man has a chance to talk on the topic...

The groups range from five to eight members each.....all very informal, although we recognize the principle, "what is said here, stays here"....members are not required to belong to the church, although, most of the men attend the church....no particular belief is emphasized, all men are welcome! in the past year a few new members have shown up in the two groups....

A voluntary dollar is collected in each group....Jim saves his for a project to supply apparatus to the children's playground.....mine, we give \$100 to the general fund, every three to four months....have pizzas or ? with the left over...

That's about it.....questions can come to either Jim or myself....

*Bob Coleman, Men's Group Facilitator*

# Religious Education Program

## 2015–16 Annual Report

“Empowered by love, we transform ourselves and serve our world”

New Children and Youth RE Mission Statement:

“We nurture compassionate community, inspire spiritual exploration, and promote justice in service to the world.”

### Children/Youth

- Enrollment = 115, plus approximately fifteen children/youth not registered but attending regularly. This number is smoochy, as the tracking system for inputting newly registered children and youth broke down when our data entry specialist, Kevin Cronin, moved on to different employment. I am confident that the system will be back up and running soon.
- Weekly participation = average of 28 children and youth, with a range of 22 attendees to 39 attendees. That is 25–35% of our registered children and youth attending each Sunday.  
GOAL: increase child and youth weekly participation to an average of 30–40% through new, just-in-time, themed, Spirit Jam programming for the coming year.

### Young Adult

- A small group of young adults, approximately three to ten individuals, attend regularly, and participate in various offerings outside of Sunday morning.  
GOAL: increase young adult presence in the church by 50% in next year.

### Adult Programs:

- Writing as Spiritual Practice — taught by Bonnie Phipps, Maren Peterson-DeGroff, Sherri McCutchen, and Melody Carr; five week series; eighteen attendees
- Art as Spiritual Practice—taught by Bonnie Phipps, Maren Peterson-DeGroff, and Melody Carr; five week series; seventeen attendees
- Creative Meditative Practice—taught by Melody Carr, an extension and studio time based on two previous classes; five week series; thirteen attendees
- Adult OWL (Our Whole Lives)—taught by Nadja Sanders and Jon Miller; twelve week series; twenty-one attendees
- Leadership Development—taught by Rev. Sydney Morris, with guest teachers; eight week series; two to six attendees
- UU History—taught by Rev. Sydney Morris, Katy Siepert and Kimberly Wootan—three week series; one attendee—class canceled after second week

- Lecture Series with Eric Richardson, President, Eugene/Springfield Chapter NAACP—four week series, five to eight attendees
- Contemplative Practice—led by Ministerial Intern Kimberly Wootan - multi-week series, uncertain number of attendees

GOAL: continue to provide two or three sought-after classes each term, which draw an average twenty attendees each.

### **Narrative**

The 2015–16 church year was a busy one. New Adult RE programming included the Writing and Art as Spiritual Practice classes, a brain-child of DRE Katy Siepert, and expertly crafted and taught by Bonnie Phipps, Sherry McCutchen, Maren Peterson-DeGross, and Melody Carr. Melody went on to offer an extension of these classes which has proven successful as well.

Adult OWL was offered at the church for the first time in over ten years, taught by Nadja Sanders and Jon Miller, who traveled to North Carolina in order to be trained and certified as facilitators of the course. The class was well-received and they did an excellent job of teaching it!

Several Young Adult RE initiatives were started, but failed to gain traction. An after-church discussion group, facilitated by Cynthius Scanlon, was in place for the first half of the year, but did not draw enough Young Adult participation to keep it going. This was transitioned to a Popcorn Theology model which was to be led by Young Adult Melia Scanlon, but that effort did not get off the ground. A bi-monthly meet-up with the minister was then planned, with a small but promising turn out. Plans are in the works to build upon and expand this small success.

Youth RE continues to have a strong showing on Sunday morning. The teens involved in the program value their time with one another and advisors. Their contributions to church life include participation in the CROP Walk, a social justice component (spaghetti feed), and offering the youth-led bridging service at the end of the year. Several youth have gotten involved in other church initiatives such as writing cards for the Kindness Team and offering music for Sunday services, and Isaac Prier has been nominated to the Board.

Early in the year, the minister and DRE undertook the task of updating safety policies for the RE program, which were approved by the Board. These policies, as they are now written, will undergo a review process in the coming year to ensure their effectiveness.

The Coming of Age program was offered and five youth participated. They experienced a downtown-wide scavenger hunt, a Native American Inipi ceremony, mask-making, a ropes course, and a vision quest weekend. With the help of more than a dozen volunteers, these five youth ended their program by reading their credo statements at the Credo Dinner, which served eighty-eight guests.



The Children's RE program operated very smoothly on the trimester system, utilizing twelve volunteer teachers each term. The trimester system seemed effective and will be a good system to utilize in the future if need be. The RE Committee collaborated to write new curriculum about the Five Jagged Rocks of Unitarian Universalism. The year ended with a shift toward a new way of thinking about and enacting religious education, Spirit Jam. We will be implementing Spirit Jam next year in children's RE, with the blessing of the Board.

Children's RE Highlights from this year include:

- Newly revamped RE Mission Statement better reflects the whole-church mission and the direction of Children's RE at UUCE.
- Halloween Party – approximately sixty attendees
- Rudolph-themed Winter Pageant – approximately twenty children participated, along with their parents!
- Easter Egg-stravaganza – approximately seventy-five attendees
- Various multi-generational services

Professional Highlights for your DRE include:

- Co-planned and facilitated the annual PNWD Chapter LREDA Professional Retreat
- Nominated and now serving a three year term as PNWD LREDA Board Secretary
- Nominated and now serving as interim Lead for the Fantastic (!) Youth Ministry Support Panel
- In final year of credentialing process

*Katy Siepert, Director of Religious Education*

## **UUCE Sister Circles**

SISTER CIRCLES at UUCE continue to be self directing groups of UUCE women who come together for growth through sharing, for emotional richness in continuing relationships, and for many other reasons. There usually is not a single group leader and choices are made jointly.

Circles originally were formed so that members could get to know each other better. Some groups have lasted, some have not; all evolve. Belonging to a circle helps both the church and the individual through transformation. As we grow, we can bring insight and wisdom to our church community and beyond to the world.

For the past few years, during the fall season, there has been a sign-up period for those interested in forming new circles and sometimes a spring sign-up as well. All UUCE women members and attendees are welcome to join Sister Circles. Each group must have a member as the representative or facilitator. Members may start a new circle any time by putting a notice in church publications.

This June marks the end of my service as Sister Circle Coordinator, and I have learned some things which may help in going forward for the next Coordinator, should there be one. I have learned that the most successful and long lasting groups are started by a few women who know each other, and build from there.

Most requests for information on circles I receive are from newcomers, visitors, or women from Eugene who have seen our web-site and are interested, but not yet attending services. This has led me to consider that it may be helpful to offer a form of “Newcomer/Explorer Sister Circles” to encourage folks who may find our church community a hopeful fit for themselves.

I do hope there will be a “meet-and-greet-and sign-up party” event this coming fall for interested women, perhaps after a Sunday service. This could be organized by a new Sister Circles Coordinator, or by any woman member or members who want to start new groups or add members to current groups. It would be good to have an event for all circles together as well.

Our beloved community offers many ways to participate. I hope that Sister Circles can remain viable into our future, as our circles can be a strong and important presence in the lives of their members, encouraging concentric circles of caring.

*Katie Clay, outgoing Sister Circle Coordinator*

## **Small Group Ministry Program**

THE SMALL GROUP MINISTRY (SGM) PROGRAM has been occurring annually at UUCE since 2003, with approximately fifty to ninety people participating each year in small groups with a trained facilitator. Each year the groups disband at the end of the church year, and new groups are formed the following year. The goals, purpose, charter, and mission of the SGM program are to build community by facilitating connections and understanding among people, to promote personal and spiritual growth, and to provide service to the church or the larger community. The program is planned by the SGM steering committee (whose members are church volunteers), in conjunction with the minister.

The program is open to friends and members of UUCE. Each year some people are participating for the first time, and others have participated one or more times previously. Most indicate that their experiences were very rewarding, and they would recommend the program to others.

For church year 2015–16, fifty people, ages twenties to nineties, participated in six groups, which met for two hours twice a month from January through May or June. Slightly less than half the participants were first timers, and many were new friends or new members of UUCE. The overall theme was the words of our UUCE Aspirations: “As a people of faith, grounded in our principles, we cultivate lives of meaning, reverence, and depth; we create sanctuary where all hands are held; together we work toward justice, healing, and sustainability.” The titles of the sessions were:

1 Getting Acquainted, Review of the SGM Program and Covenant; 2 Faith; 3 Our Principles; 4 Lives of Meaning, Reverence, and Depth; 5 Sanctuary Where All Hands Are Held; 6 Justice; 7 Sustainability; 8 Healing; 9 Play; 10 Ending and Starting.

The facilitators this year were: Lauren Bailey, Susan Bertrand, Nikki Frank, Dick Loescher, Sandy Moses, and Connie Newman. The SGM steering committee members were: Bonnie Koenig, Dick Loescher (chair), and Connie Newman.

Each group did a service project, which this year included: volunteer at Food for Lane County; help with office tasks related to mailing information about the Combined Financial Campaign, and help with set up for Celebration Sunday; prepare and deliver sandwiches to Occupy Medical; and volunteer at the Raptor Center.

In addition to the regular SGM program described above, this year there was a Death and Dying Small Group Ministry series with six two-hour sessions from March through May 2016. Thirteen people participated, including co-facilitators Kimberly Wootan (ministerial intern) and Dick Loescher (Small Group Ministry steering committee chair). The session topics were: 1 Talking About Death; 2 Finding Our Personal Views on Death; 3 Beliefs and Practices: What Happens When We Die?; 4 Bereavement; 5 Suicide and the Right To Die; 6 Sharing New Insights. Except for not doing a service project, the structure and covenant for this group were the same as for the regular SGM program.

We anticipate that the regular SGM program will continue in a similar manner in the future, with registration in October and November 2016, and with groups meeting January through May 2017. There also may be one or more shorter SGM series focused on a particular topic. Details will be made available as the plans are developed.

*Respectfully submitted, Dick Loescher, Small Group Ministry Steering Committee Chair*

## **Touchstone Tuesday Potluck**

### **How does this group serve UUCE's Mission and live into our Aspirations?**

Those who participate in the potlucks contribute to the warmth of community by providing mutual support and through actions which embody the spirit of generosity. Personal transformation is encouraged through connections between individuals and witnessed by increased comfort with diversity. We live into our aspirations by creating sanctuary where all hands are held; we work really hard to include everyone who walks through the door, regardless of whether the potluck was their intended destination or not and regardless of their affiliation with UUCE.

### **How do people join this group? How and when do people leave this group?**

This group is open to all. In order to join, all one has to do is arrive on Tuesday between 5:30 and 7:00 pm. Leadership roles are filled on a volunteer basis. Collective ownership of the event is encouraged. At the moment, there is no formal process for volunteering. A church representative is required to attend each Tuesday. The representative is responsible to see that the social hall and kitchen are left in good condition, that attendees have vacated the building, that the oven is off, and for locking the door.

### **What is the leadership structure of this group, and who currently serves in those roles? How are decisions made?**

As mentioned earlier, the leadership structure of the group is still being defined. Church representatives that have been identified thus far are: Owen Ott, Susan Verner, and Lizzy Utterback. Significant volunteer contributions have been made by Tom Pike, Bob Cox, Le Allen, and Rodger Schomaker. Don Long contributed by providing much needed knife sharpening services. Misha Seymour often sets the mood with his brilliant musical gifts by playing the piano. Nita White has incorporated feedback and equipment to optimize kitchen use. We are pleased to be able to compost and use cloth napkins. This is possible due to the volunteer groups who are committed to overseeing composting and laundry activities. Moreover, we appreciate the work of the Buildings and Grounds group who maintains the kitchen appliances.

### **What is the group's purpose?**

The purpose of the Touchstone Tuesday potluck is to provide a community in which connections can be made in a "family" setting. Tables are arranged with six chairs each; in a large church, this weekly event offers a chance to make connections and build community in a smaller group setting.

### **The committee's report:**

In the past church year, fifty-one Touchstone Tuesday Potlucks were offered. There was a special December potluck that was partially catered. On average, twenty-five individuals attend each week. The largest attended potluck reached forty-six individuals.

Touchstone Tuesday Potluck organizers are proud that they've been able to offer a time and place for community in addition to Sunday services.

In the next church year, we have committed to partnering with the Earth EqUUity Food group. We are excited that this collaboration may result in activities such as: a partnership with a local farm and a church-wide appeal to congregants with gardens. We further aim to develop a mission statement, clarify leadership roles, and formalize kitchen use guidelines.

In the past church year, we've experienced a few unanticipated challenges. We faced the loss of two individuals who participated almost every week. Both people were seen and respected as

pillars of our weekly potluck and church community. We miss each of them dearly and strive to carry on their energy. A second challenge we're facing is the need for safety guidelines and kitchen supervision. We've gotten in the habit of making community meals in the kitchen and we're finding that explicit standards and kitchen expectations need to be implemented to ensure kitchen safety.

*Lizzy Utterback, Touchstone Tuesday Potluck Representative*

## **SUPPORT & PASTORAL CARE**

### **Kindness Team**

KINDNESS TEAM (formerly the Care Committee) functions under the Connecting Ministries. We use our mission statement guidance "We serve our world" and are functioning under the first UU Principle: The inherent worth and dignity of every person, as well as our aspiration to create sanctuary where all hands are held.

We work in tandem with the Lay Pastoral Associates (LPA) which was formed this year with the guidance of our ministerial intern Kimberly Wootan. Details are found regarding the mission and function of LPA in their report. Generally, a person is eligible for Kindness Team services if they are a member or friend of the church and/or have attended at least three services in the preceding year. When there is a question regarding eligibility for kindness team services, the decision is reviewed by the LPA and/or the minister.

The Kindness Team focuses on the practical aspects of assisting congregants and their families when they are facing difficult events in their lives. We provide aid such as durable medical equipment, meals, shopping, and transportation and assist folks in determining how to use community resources such as qualifying for housekeeping assistance and using Ride Source. We also provide short term companionship services when family members are not able to, due to distance or work responsibilities.

Much of this year focused on the formation of LPA while maintaining the functions of the Kindness Team.

The Kindness team Leader Charlotte Writer meets with the LPA to coordinate care recipients needs. In this past year there was not a formal team as such but an informal coordinated network of Sister Circles and caring friends who would respond to needs in addition to Charlotte Writer. Janice Rutherford and Sally DeCou also met Kindness Team needs in addition to working with our ministerial intern Kimberly Wootan to begin the LPA program.

All folks participating in home or transportation services have a background check. We are in process of developing a training that will be held for volunteers in June and expect to have four vetted persons at that time. Confidentiality is maintained at all times.

Kindness Team maintains the durable medical equipment supply ensuring safety and sanitation. Equipment is loaned out from the church. When equipment is delivered, a home safety check is done, with the consent of the recipient.

This year, the Kindness Team provided the following services:

- Continued to use the Take Them a Meal site to coordinate food for recipients, four times.

- Provided crisis housekeeping services for one recipient.

- Continued the greeting card ministry; seventy-five cards were sent.

- Provided transportation at least eight times.

- Provided hospital/procedural transportation and companionship three times.

- Provided hospitality services for seven memorial services.

*Charlotte Writer, Kindness Team Leader*

## **Lay Pastoral Care Program**

*Our mission: To respond, by bringing UU principles and sources, to significant life events experienced by friends and members of our congregation with care, deep listening, and respect. To give love in action, mindful of our own well-being.*

In August 2015, ministerial intern Kimberly Wootan began meeting with Charlotte Writer, Sally DeCou, and Janice Rutherford to begin the process of developing a comprehensive Lay Pastoral Care Program which would be an umbrella program for Lay Pastoral Associate work and the work of the Kindness Team (formerly the Care Team).

Initial work involved brainstorming the aims and duties of this program, developing a mission statement (see above), and beginning the work of adapting a training program from other UU churches, notably the extensive program developed by the Richmond, Virginia, church.

With excellent leadership from Kimberly Wootan and advice from Rev. Sydney, this task force continued working from August through December on fleshing out the program and its structure, revising (and re-revising) a training manual and identifying members of the congregation who would be interested in training and participating as Lay Pastoral Associates (LPAs).

LPAs are interviewed and invited to participate by the minister. Presently, Kimberly Wootan, Charlotte Writer, and Sally DeCou lead the training sessions and seminars

The first training session, completed by two prospective LPAs, took place the weekend of January 9–10. LPAs were formally inducted at Sunday Service, March 20.

Since then, the task force has continued to meet in “seminars” where participants debrief and receive additional training. A second training session was held the weekend of May 13–14. Two more trainees completed the training.

In response to twenty-six requests during the church year 2015–16, the following visits were made by the minister, the ministerial intern, and the LPAs, and the Kindness Team members:

Serious illness/injury – seven visits

Isolation – one visits

Caregiving – two visits

Depression – two visits

Grieving – seven visits

Death – eight visits

Effect of death on congregants – four visits

In the meantime, the Kindness Team continued serving members of the congregation with meal deliveries, medical equipment loans, home assistance, transportation, and assistance for miscellaneous needs. (See the Kindness Team annual report submitted separately.)

*Janice Rutherford, Lay Pastoral Associate*